

**March 27, 2015**  
**Springfield, Missouri**

Following the Closed Session, the City Council met in Special Open Session on March 27, 2015, in the 4<sup>th</sup> Floor Conference Room in the Busch Municipal Building at 12:16 p.m. The meeting was called to order by Mayor Robert Stephens.

**Roll Call**

Present: Doug Burlison, Jerry Compton, Jan Fisk, Craig Hosmer, and Bob Stephens.  
Absent: Mike Carroll, Craig Fishel, and Cindy Rushefsky. Vacant Seat: Zone 1.

**The following appeared on the agenda under New Business:**

**Arbitrator's  
Recommendations  
regarding the  
Springfield Police  
Officers Association  
Impasse Item -  
Wages**

Sheila Maerz, Director of Human Resources, spoke about the Arbitrator's recommendations about the Springfield Police Officers Association (SPOA) impasse item pertaining to wages.

During the discussion, Human Resource Director Maerz referred to the following handout information: In the Matter of Arbitration Between the City of Springfield, Missouri, Employer, and the SPOA, Fraternal Order of Police Lodge 22, Union; Arbitrator's Recommendations; and the Additional Cost Impact Related to Arbitrator's Recommendations. *(Please refer to Exhibit A-C located within the City Clerk's Office for additional information.)*

Human Resources Director Maerz noted that the City's Negotiation Bargaining Team consisted of the following individuals: Herself; Tina Fowler, Attorney; Andrew Martone, Attorney; and Paul Williams, Police Chief. She added that the SPOA's Negotiation Bargaining Team consisted of the following individuals: Mike Evans, President of SPOA; Matt Shackelford, Police Officer; Chris Welsh, Police Corporal; Brandon Keene, Police Officer; and Carl Schwartze, Police Sergeant.

Human Resources Director Maerz highlighted the following dates pertaining to the Arbitrator's Recommendations: the Advisory Arbitration-January 28, 2015; Arbitrator's Recommendations-February 12, 2015; and the Arbitrator's Clarification-March 24, 2015.

Human Resource Director Maerz explained that the City and the SPOA have reached a tentative agreement related to all articles of a collective bargaining agreement with the exception of wages.

Human Resources Director Maerz outlined the recommendations with the City Council, which are as follows:

- "Effective April 1, 2015, raise all members of the 60<sup>th</sup> academy class to an appropriate merit step level to correct the inequality with the 61<sup>st</sup> academy class."
- "Effective April 1, 2015, implement a "smoothing" by raising all employees in steps 11 and 12 of grades 2, 5 and 10 from the merit increase they last received at the beginning of fiscal year 2015 so that their pay rates are a minimum of 4 percent higher than they were immediately before the last merit step increase. For the future, the increase from step 10 to step 11 and from step 11 to step 12 should be 4 percent."
- "Effective July 1, 2015, further implement the "smoothing" process using a wage package increase of 3.5 percent to "smooth" all merit step increases that are then below 4 percent to be a minimum of 4 percent. If the total cost of "smoothing" for the 2016 fiscal year is less than the cost of the 3.5 percent package, the remainder of the package should be paid out in an across-the-board increase for all bargaining unit employees. If the total cost of "smoothing" is greater than the total cost of the 3.5 percent package, each merit step above step 3 and below step

11 of grades 2, 5 and 10 that are above 4 percent may be reduced by the lowest uniform percentage (not to exceed 0.5 percent and in no event below 4 percent) needed to fund the cost of “smoothing” (e.g. if a merit step increase is now, 4.67 percent and a reduction of 0.4 percent was need to fund the difference between the 3.5 percent total cost of the package increase and the actual cost of “smoothing” between merit steps 2 and 11, the merit step reduction would be from 4.67 percent to 4.27 percent. If after all merit steps between 3 and 11 are reduced to either 4 percent or by 0.5 percent or by 0.5 percent from the previous percentage increase, any further is needed that additional funding will be borne by the City.”

- “Effective July 1, 2016, implement a wage package increase of 3.5 percent intended to cover the step increases plus a 1.5 percent across-the-board COLA increase.”
- “If any Employee Group of City employees receives a wage package in excess of 3.5 percent for either fiscal year 2016, or fiscal year 2017, or both, the LES Bargaining Unit will receive an across-the-board percentage increase equal to the percentage amount given above such increases.” (**Note:** “me too” clause)
- “For fiscal year 2017, the City may reopen the collective bargaining agreement upon two weeks advance notice in the event of any one of the following occurrences:
  - a. A national recession;
  - b. A budget shortfall of 10 percent of the total City budget;
  - c. An act of God or natural disaster (e.g. ice storm, flood, earthquake or tornado) for which the City, in good faith, projects expenditures of 50 percent or more of the existing Reserve Fund of the City (i.e. the “Rainy Day Fund”).”

Mayor Stephens thanked Human Resources Director Maerz for today’s presentation.

Police Chief Williams, Attorney Martone (via video conference call), Attorney Fowler, and SPOA President Evans were also available to respond to any questions.

SPOA President Evans noted that their organization would be discussing ratifying the proposed at their upcoming meeting on Monday, March 30, 2015.

Mayor Stephens asked about the total cost associated with the proposed.

Human Resources Director Maerz responded that the approximate cost would be approximately \$2 million - \$2.5 million at this time; however, she could not project the cost for FY 2017 at this time. She noted that the first year, which we are currently in, of the three year contract ends June 30, 2015.

Councilman Craig Hosmer asked if there would be any anticipated problems about the SPOA ratifying the proposed.

SPOA President Evans responded that some things were given up in the process by both sides, but feels this is a good proposal. He added that the SPOA would like to move forward.

Councilman Jerry Compton thanked both parties (the City and SPOA) regarding the proposed.

An opportunity was given for citizens to express their views.

With no appearances, the discussion was closed.

Councilman Hosmer moved for the proposed to be drafted as a Council Bill for consideration at a Special City Council meeting at 12:00 noon on March 31, 2015.

Councilman Compton seconded the motion, and it was approved by the following vote: Ayes: Burlison, Compton, Fisk, Hosmer, and Stephens. Nays: None. Abstain: None. Absent: Carroll, Fishel, and Rushefsky. Vacant Seat: Zone 1.

With no further business to come before Council, the meeting adjourned at approximately 12:43 p.m.

Prepared by Anita Baker Climer

Anita J. Cotter, CMC/MRCC  
Acting City Clerk